Enlisted Retention Task Force Conference XII

Manpower and Reserve Affairs Department
Headquarters, U.S. Marine Corps
Quantico, VA

ERTF Conference XII Agenda

- FY02 Retention Update.
- CG Authority.
- School Seat Incentive.
- FY03 FTAP/STAP.
- Up or Out Policy for SNCOs.

FY02 Retention Update

MMEA-6

FTAP Comparison

	FY01	FY02
• FTAP Goal:	6118	5908
• Authorized:	428 (6.9%)	455 (7.7%)
• **Executed:**	**3906 (63.8%)**	**4225 (71.5%)**
• Total:	4334 (70.8%)	4680 (79.2%)

Note: *Update as of 23 Jan 02*

FY02 FTAP Lateral Moves

FY02

- Authorized: 170
- **Executed: 56**
- Total: 226

Note: *Update as of 23 Jan 02*

STAP Status

	FY02
• Target Goal	5784
• **Executed (41.9%)**	**2426**

ote: *Update as of 23 Jan 02*

CG Authority

MMEA-6

Feedback from ERTF

- Disagreement on opening CG Authority to careerists.
  - Local commands do not have access to full records.
  - No need for expediency in processing careerist reenlistments as there is for first termers.

- Disagreement on submitting checklists to MMEA with RELMs.

Discussion

- Discuss CG Authority issues further.

MMEA Proposal

- At this time, first termers only.
- Marine must meet all reenlistment prerequisites.
- Requires no waiver.
- Requires no lateral move or extension.
- Open MOSs only.

Measures to facilitate CG Authority

- CGs may not exceed 95% of FTAP boatspaces for each MOS.
- Reenlistments may be for 36 or 48 months only.
- Duty station assignments will be coordinated with the Career Retention Specialist and Monitor.
- Local units will notify CMC (MMEA-6) via TFRS within 48 hours (vice 24 hours).
- Deputy CGs or Chiefs of Staff may authorize reenlistments when in an “acting” capacity.

Additional Guidelines

- Reenlistments will be in accordance with all current orders and directives to include ECFCs and SRB application.
- MMEA will route draft MARADMIN to MSCs before release.

School Seat Incentive

MMEA-6

Feedback from ERTF

- School seat incentives are not deal-closers for reenlistment.
- Add statement in PCS Orders with class date.
- School seats should be controlled the same way as latmove school seats.

MMEA Proposal

- Allow MSCs to assign school seats by name and obtain appropriation data from T&E Command.
- Eliminate Cold Weather Survival, Winter Mountain Leader, Summer Mountain Leader, and Mountain Survival Courses.
- Look into regaining seats in High Risk Personnel Course and Small Arms Weapons Instructor Course (SAWIC).

Execution Guidelines for FY03 Retention Programs

MMEA-6

Feedback from ERTF on Execution Guidance

- Only MARFORLANT opposed first-come/first-served policy.
- Concern existed with the MMEA-6 proposal of the 90 day reenlistment authority for careerists.

MMEA Proposals

- Use same blueprint as FY02.
- Maintain status quo on first-come/first-served policy.
- Use 180 day reenlistment authority for career Marines submitting 12-9 months from EAS and 90 days for Marines submitting 9 months or less to EAS.

Up-or-Out Policy for SNCOs

MMEA-6

Situation

- Current service limits:
  - 13 years for Sgt
  - 20 years for SSgt
  - 22 years for GySgt
  - 27 years for MSgt/1stSgt
- All Sgts and SSgts may remain in the Marine Corps until they reach service limits
- 2P GySgts and MSgts must transfer to FMCR at EAS.

Proposal for Analysis

- Allow SNCOs to remain in the Marine Corps until their service limit as long as they continue to meet retention standards.
- Request feedback by 21 Feb 02.

MMEA Command Visit Update

MMEA-6

MMEA Command Visit Schedule

- MARFORLANT 3-4 Oct
- West Coast 15-26 Oct
- Camp Lejeune (RAV) 14-15 Nov
- WESTPAC/Hawaii 25 Nov-14 Dec
- East Coast 7-17 Jan
- Kansas City/Ft Leonard Wood 4-7 Feb
- MARFORRES/P-cola/Beaufort 25 Feb-1 Mar

Enlisted Retention Task Force Conclusion

Col Wagner

Task Force Chairman